



A STUDY ON ASSESSING ORGANISATIONAL ROLE STRESS LEVEL OF EMPLOYEES AT VISTONSOFT TECHNOLOGIES PVT.LTD

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Abstract

The project entitled A STUDY ON ASSESSING ORGANISATIONAL ROLE STRESS LEVEL OF EMPLOYEES AT VISTONSOFT TECHNOLOGIES PVT.LTD. The objective of the study includes to determine the connection between the employees' experience and workload. To determine if there is a difference between gender and jobs that prevent family time for the workers. To identify the relationship between the employees and the customers, and to understand whether they are unable to meet the needs of the clients.

To assess how much the relevance of experience has diminished in the job function. Nearly every industry is experiencing a daily increase in the number of people who are stressed out at work. The urgent requirement is to control or prevent stress before it negatively impacts people. As a result of this study, the management of Vistonsoft Technologies has chosen to take action to prevent stress inside the workplace.

Keywords- Stress Management, Job Stress, Preventing Distress, Employee

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1. Introduction

According to the definition of stress, it is "the body's general response to any demand placed upon it." By definition, stress differs from tension or concern. While stress can provide people with the chance to use their skills and resources to find happiness, it can also make people exhausted and prone to physical or mental illness. Stress is a state or feeling that a person has when they feel that demands outweigh their ability to mobilise personal and social resources. Organisational role stress is the tension brought on by the variety of responsibilities a person does inside an organisation. Numerous organisational internal factors could result in stress.

Literature Review

Marshall and Cooper (1979) When faced with pressure at work, managers were questioned by Marshall and Cooper in 1979. Work more hours was the method that was mentioned the most frequently. Delegation (6%), compromise and negotiation with those in charge of the job to produce only what is truly necessary (8.5%), shifting the workload within the department (6%), foreseeing annual demand peaks (3%), and balancing the workload that the department generates internally (3%), are additional strategies.

Cooper, Dewe and O'Driscoll's Following a review, comparison, and contrast of the research on workplace stress conducted from the late 1970s to the present, Cooper, Dewe, and O'Driscoll's perspective for Organisational Stress (2001) was developed. As a useful tool for analysing workplace stress, this book aims to develop a sufficient collection of assessment categories. Stress and Job Performance by Steve Jex (1998) likewise centres on analysis.

3. Objectives of the Study

- To determine the connection between the employees' experience and workload.
- To determine if there is a difference between gender and jobs that prevent family time for the workers.
- To identify the relationship between the employees and the customers, and to understand

whether they are unable to meet the needs of the clients.

- To assess how much the relevance of experience has diminished in the job function.

4. Scope of The Study

❖ The project involves calculating the degree of stress among all Vistonsoft Technologies employees in Chennai. Due to a severe lack of time, thorough information from the staff was not gathered.

❖ Convenience sampling has its own drawbacks, including bias and inadequate results.

❖ The current situation, which is liable to change in the future, is taken into consideration when conducting the study.

2. Research Methodology

5.1 Research Design

The researcher has undertaken the descriptive research design, as the primary data is planned to collect from the respondents with the method of viewing (observational) and recording the responses given by the participants or respondents

5.2 Population

The population for the study consists of all the employees of Vistonsoft Technologies, Chennai.

5.3 Sampling Technique

The sampling method used is:

Purposive sampling

The researcher adopted purposive sampling for the study.

5.4 SAMPLE SIZE

Sample size is 110.

5.5 Data Collection

Primary and Secondary Data.

Questionnaire

A questionnaire is a list of inquiries made to people in order to gather statistics on a particular subject.

5.6 Statistical Tools

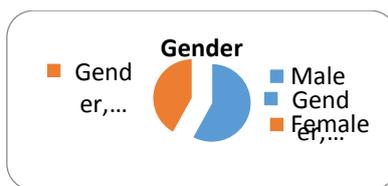
- ONE WAY ANNOVA
- CHI SQUARE TEST
- KARL PEARSON'S CORRELATION
- MAAN WHITNEY U TEST

6. data analysis and interpretation

6.1 GENDER-WISE CLASSIFICATION OF RESPONDENTS

S.No	Gender	No of Respondents	Percentage of Respondents
1	Male	64	58
2	Female	46	42
	Total	110.00	100.00

(SOURCE: PRIMARY DATA)



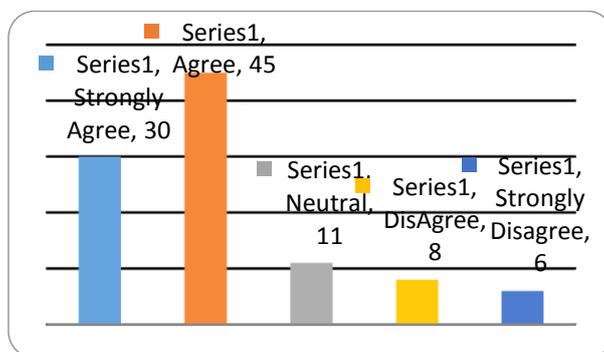
Inference

From the above table, it is inferred that 58% of the respondents are Male and 42% of the respondents at Vistonsoft Technologies are Female.

6.2 Inter-Role Distance-1

S.No	Interference Of Personal life over Professional Life	No of Respondents	Percentage of Respondents
1	Strongly Agree	33	30
2	Agree	49	45
3	Neutral	12	11
4	DisAgree	9	8
5	Strongly Disagree	7	6
	Total	110.00	100.00

(SOURCE: PRIMARY DATA)



Inference

Majority (45%) of the respondents agree that there is some interference of personal life over professional life. This demonstrates the significant

amount of stress caused by inter-role distance among the workforce.

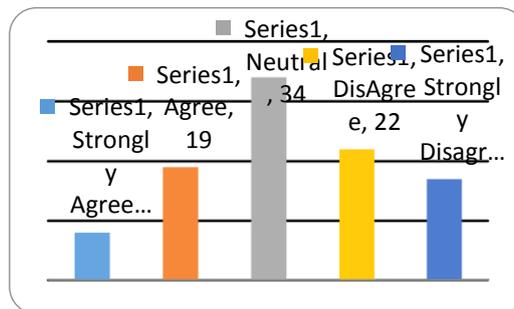
6.3 I am not able to satisfy the conflicting demands of various people above me.

Role Erosion-1

S.No	Inability of satisfying Higher officials demands	No Of Respondents	Percentage of Respondents
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1	Strongly Agree	9	8
2	Agree	21	19
3	Neutral	37	34
4	DisAgree	24	22
5	Strongly Disagree	19	17
	Total	110.00	100.00

(SOURCE: PRIMARY DATA)



Inference

The majority of responders (34%) are unconcerned by the claim that they cannot meet the requirements of higher level occupants in their current role. thus respondents do not experience Role Erosion Stress.

Null hypothesis (Ho):

There is a relationship between the experience and work load.

Alternate hypothesis (H1):

There is no relationship between the experience and work load.

7. Statistical Tools

7.1 Chi- Square Test I – (χ^2)

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Employees work load is too heavy * Experience of the employees	110	100.0%	0	0.0%	110	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.641 ^a	12	.324
Likelihood Ratio	16.156	12	.184
Linear-by-Linear Association	.079	1	.778
N of Valid Cases	110		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .74.

Employees work load is too heavy * Experience of the employees Crosstabulation

	Experience of the employees				Total
	Less than 1 yr	1-3years	3-5 years	Above 5 years	
Strongly Agree Count	8	12	2	2	24

Employees work load is too heavy	Agree	Expected Count	10.3	7.0	4.8	2.0	24.0	
		Count	10	11	6	2	29	
	Neutral	Expected Count	12.4	8.4	5.8	2.4	29.0	
		Count	5	0	3	1	9	
	Disagree	Expected Count	3.8	2.6	1.8	.7	9.0	
		Count	12	4	6	2	24	
	Strongly Disagree	Expected Count	10.3	7.0	4.8	2.0	24.0	
		Count	12	5	5	2	24	
	Total	Expected Count	10.3	7.0	4.8	2.0	24.0	
		Count	47	32	22	9	110	
			Expected Count	47.0	32.0	22.0	9.0	110.0
			Count					

Degree of Freedom= (r-1) *(c-1)
= 12

Calculated value = **98.378**

Tabulated value = **21.026**

Z = Z cal < Z tab

Z= 13.641 < 21.026

Hence, the null hypothesis hypothesis [H0] is accepted

INFERENCE:

Since the calculated value is greater than the tabulated value, we accept the null hypothesis and hence there is no relationship between the Experience and work load.

7.2 ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is a significance difference between the gender and Job does not allow the employees to spend enough time for their family

Alternate hypothesis (H1):

There is no significance difference between the gender and Job does not allow the employees to spend enough time for their family

Descriptives

Job does not allow the employees to spend enough time for their family.

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
					Male	64		
Female	46	1.91	1.347	.199	1.51	2.31	1	5
Total	110	2.16	1.138	.108	1.95	2.38	1	5

Test of Homogeneity of Variances

Job does not allow the employees to spend enough time for their family.

Levene Statistic	df1	df2	Sig.
2.152	1	108	.145

ANOVA

Job does not allow the employees to spend enough time for their family.

	Sum of Squares	df	Mean Square	F	Sig.
(Combined)	4.965	1	4.965	3.940	.050
Between Groups					
Linear Term	4.965	1	4.965	3.940	.050
Unweighted	4.965	1	4.965	3.940	.050
Weighted	4.965	1	4.965	3.940	.050
Within Groups	136.090	108	1.260		
Total	141.055	109			

Calculated value = 3.940

Tabulated value = 2.79

F = F cal > F tab F=3.940 > 2.79

Hence, the Alternate hypothesis [H1] is accepted.

Inference:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is no significance difference between the gender and Job does not allow the employees to spend enough time for their family

7.3 Analysis Using Karl Pearson’s Correlation

Null hypothesis (H0):

There is positive relationship between the Employees are not able to satisfy the demands of the clients and the others, since these are conflicting with each other and Employees do not have enough people to work with them in their role.

Alternate hypothesis (H1):

There is negative relationship between the Employees are not able to satisfy the demands of the clients and the others, since these are conflicting with each other and Employees do not have enough people to work with them in their role.

Correlations

	Employees are not able to satisfy the demands of the clients and the others, since these are conflicting with each other.	Employees do not have enough people to work with them in their role.
Employees are not able to satisfy the demands of the clients and the others, since these are conflicting with each other.	Pearson Correlation Sig. (2-tailed) N	1 .072 110
Employees do not have enough people to work with them in their role.	Pearson Correlation Sig. (2-tailed) N	-.072 .456 110

$$r = \frac{N\sum XY - \sum X\sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

r= 0.072

INFERENCE:

Since r is positive, there is positive relationship between the Employees are not able to satisfy the demands of the clients and the others, since these are conflicting with each other and Employees do not have enough people to work with them in their role.

7.4 Mann Whitney U Test

Mann Whitney U Test

Null Hypothesis :

H0: There is no significant difference between role recently been reduced in importance and experience

Alternate hypothesis:

H1: There is significant difference between role recently been reduced in importance and experience

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
No.of.Role recently been reduced in importance	110	4.2000	1.09041	1.00	5.00
No.of.Experience	110	1.9455	.97526	1.00	4.00
Ranks					
	No.of.Experience	N	Mean Rank	Sum of Ranks	
No.of.role recently been reduced in importance	less than 1	46	24.15	1111.00	
	1-3	33	62.09	2049.00	
	Total	79			
Test Statistics^a					
	No.of.role recently been reduced in importance				
Mann-Whitney U	30.000				
Wilcoxon W	1111.000				
Z	-7.595				
Asymp. Sig. (2-tailed)	.000				

a. Grouping Variable: no.of.experience

INFERENCE

From an Mann whitney u test , It inferred that there is a significant difference between the experience group and role recently been reduced in importance

8. Findings

- Inter –Role Distance Stress
64% of respondents, people's job activities interfere with their family lives.

61% of the respondents, their numerous other interests—such as social, religious, and other ones—are being neglected since they lack the time to pursue them in addition to their jobs.

- 61% of the respondents, their job doesn't give them enough time for their family.

Role Overload Stress

The majority of respondents—46%—believe their workload is too heavy.

64% of respondents, the amount of work they must accomplish interferes with the need to maintain quality.

68% of the respondents, they feel overburdened with duty.

9. Suggestions

- The company needs to act right away to control the significant levels of employee stress.

- The management should inform each employee of their specific tasks.

- The management must ensure that there is proper engagement and communication between the staff members as well as between the staff members and the employer.

- By giving the consultants the required training and accurate recruitment knowledge, you may help them attain their full potential. They can also reach the amounts and numbers thanks to this.

- Management should make an effort to identify the resources that are lacking and preventing workers from performing at their best in the workplace, and then take action to use existing resources more effectively or to acquire new ones.

3. Conclusion

There is a daily rise in the number of stressed-out workers in almost every sector of the economy. Controlling or preventing stress before it has a harmful impact on people is an urgent necessity. The management of Vistonsoft Technologies has decided to take steps to prevent stress at work as a result of this study.

They must therefore be given the abilities that could enable them to manage their workload and prevent burnout, absenteeism, productivity loss, and turnover. In the end, Vistonsoft Technologies will notice a big impact and financial benefit from this seemingly inconsequential stress management initiative.

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